

Article 2.01 Wages

I. Salary adjustments shall be made as follows:

A. For Fiscal-Year ("FY") 2013-14:

1. Starting the first full pay-period after agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and CVEA/SEIU, all CVEA/SEIU represented employees shall receive a 2% salary adjustment.
2. After agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and CVEA/SEIU, in the first full pay period of January 2014, all CVEA/SEIU represented employees shall receive 1% salary adjustments.
3. The aforementioned salary increases are not retroactive.

B. For Fiscal-Year 2014-2015:

- ~~1. Either party may request a reopener on the issue of salary increases only. To reopen, either party must send a written notice by March 1, 2014 that it desires to reopen on the issue of salary increases.~~
1. Effective the 14<sup>th</sup> pay period of 2014 (July 13, 2014), all CVEA/SEIU represented employees shall receive a 3% salary adjustment.
- ~~1.2.~~ Effective the first pay period of 2015 (January 1, 2015), all CVEA/SEIU represented employees shall receive a 3% salary adjustment.

- C. The parties agree to discuss the City's Quality Workforce Program (QWP) under the terms of the related side letter with the goal of completing the discussions by March 31, 2014.

---

Tentative Agreement

SEIU Local 221

DATE

City of Chula Vista

DATE